



Andy Schor, Mayor

# RACIAL JUSTICE & EQUITY COMMUNITY ACTION PROPOSALS

## IMMEDIATE ACTIONS

1. Sign 8cantwait pledge
  - a. <https://8cantwait.org/>
2. Sign President Obama's Mayoral Pledge
  - a. <https://www.obama.org/mayor-pledge/>
  - b. Review police use of force policies
  - c. Engage communities by including a diverse range of input, experiences, and stories in review
  - d. Report the findings of the review to the community and seek feedback.
  - e. Reform community's police use of force policies
3. Initiate Diversity, Equity and Inclusion Plan including an environmental scan conducted by Teresa Bingman
4. Finalize Diversity and Inclusion Officer position in the City
5. Build centralized transparency resource on website
  - a. Police policies
  - b. Breakout of policing calls (85,000 per year + 20-30,000 interactions)
  - c. Programmatic budget breakdown
  - d. Crime statistics
  - e. Social service agencies funded
  - f. Economic mobility work in our neighborhoods
6. Implement training in Mayor's Office for implicit bias
7. Police Reconciliation Training

## NEXT STEPS

1. Town Hall Listening session to be held by Mayor's Diversity and Inclusion Council
2. Police Use of Force Community Conversations to be held by Police Board of Commissioners
3. Budget review with community regarding resource allocation for enforcement, community services and social safety net

## LONG TERM PLAN

1. Work with City Council on budgetary adjustments identified during town halls
2. Share results of Police Use of Force Community Conversations and implement any needed reforms
3. Develop and implement any needed policy changes for the police department (use of force, Community Police Officer work with community, enforcement vs. social work calls, etc.)
4. Work on policy changes in City Ordinance or City Charter in conjunction with City Council